

1 Q And, how long did you do the messenger?

2 A Ah about a year.

3 Q And, how long the pools?

4 A About a year. And then about that time was when I
5 was getting ready to come out to the islands and try
6 to see if I could, ah--

7 Q And what islands were those?

8 A Saipan.

9 Q How did you find out about Saipan?

10 A It was on the front page of LA Times. When they
11 became a Commonwealth in 1977, they had a front page
12 spread.

13 Q And, you saw that and said?

14 A Yeah, it was United States which means I didn't have
15 to worry about, ah visa, because Tahiti was
16 inviting, but the ah -- it's French own so there
17 would be a problem of, ah the visa for, you know
18 living there.

19 Q What -- maybe we can go back to that, but what took
20 you to Tahiti?

21 A Um, it was during the Winter and it was cold and
22 they had a special.?

23 Q And you were strictly going there for a vacation?

24 A Yeah. There's Club Med, remember that?

25 Q Uh-huh?

1 A I think they're still -- no, did they go bankrupt?
2 MR. SMITH: No, I think they're still around.
3 A Yeah. Yeah, Club Med offered this trip, it was so
4 low, you know economical and I had a break and my
5 boss gave me a week off.
6 Q This is while you worked at Sperry?
7 A Sperry.
8 Q And, did you work for Sperry after you returned from
9 Tahiti?
10 A Yes.
11 Q So, where did this interest in art and paintings in
12 this, did this -- were you doing the paintings, sell
13 -- selling paintings and stuff like that while you
14 also worked at Sperry? Or was this something--
15 A Yes, just started at Sperry and I carried over ah --
16 ah it was just something, my dad started me, you
17 know being a contractor, it was very rough and ah,
18 but he would take me on fishing trips and things
19 like that and every now and then he would see art
20 displays and he'd always walk up and he'd buy a
21 painting and bring it home and I was sort of touched
22 by this rough, tough man who bought these, not real
23 expensive, you know this guy is sitting on the side
24 of the road....
25 MR. SMITH: Right.

1 Apainting major scenes and he'd bring them home
2 and give them to my mom and made the -- made the
3 house look nice.

4 Q And, so you started actually painting those same
5 types of scenes?

6 A No, I only ah -- I represented, I sold the
7 paintings.

8 MR. SMITH: Oh, okay.

9 A The only thing I can paint is a house.

10 Q ...[laughing], okay, how long did you do that for,
11 how long were you selling paintings?

12 A Off and on? Oh, '70 to '78?

13 Q '70 to '78?

14 A Yeah, about eight years.

15 Q Did -- where did your construction company fit in
16 with all of this, your Creative Construction?

17 A Seventy, ah--

18 Q Did you do that between, ah--

19 A Weekends? Um, again ah--

20 Q Was that when you were doing the Standard Stations?
21 Or was that um--

22 A I always -- I always, looking at it, I always worked
23 like two, three jobs at a time.

24 MR. SMITH: Okay.

25 A Um, it was just ah -- and people knew my dad, he

1 retired, and they would call and I would set up on
2 the weekends, and to do that I had to create a
3 company, you know for tax reasons and also to, you
4 know protect my dad, because I used some of his
5 equipment, what not, so it was set up as a company.
6 Q But a sole proprietor company, I mean you....
7 A Yeah, right.
8 Q set your own business license?
9 A Yeah, I could set up -- yeah, I could do my own
10 schedule and--
11 Q Okay, why um -- so you stopped working for Standard
12 Stations because you got a job with Sperry, is that?
13 A Right.
14 Q When you graduated?
15 A Right.
16 Q Why did you stop working for Sperry?
17 A They were gonna transfer me to Minnesota. Ah it was
18 a raise, I was gonna be a ah -- ah, they call it um
19 -- it's a fascinating job, they said I'd sit on the
20 top floor and big defense contractors, when they
21 wanted something done they would send the specs to
22 Sperry, then they would write up, like the proposal?
23 And, you know it's quite fascinating because ah --
24 and, ah anyway, I was selected for this job and it
25 meant moving to Minnesota and, ah I talked to my

1 boss and I said I didn't wanna leave California
2 because of my, ah writing with my friend in
3 Hollywood, ah my work, the painting, I had a lot of
4 things going on, and I said could I do it maybe six
5 months down the road because I was still fairly
6 young.

7 MR. SMITH: Yeah.

8 A And I found out in corporations that if you refuse a
9 promotion, sometimes it basically...[gesturing],
10 because, ah my supervisor he said if you refuse, ah
11 pretty much you're at dead end and I said, ah, and I
12 don't think I really understood what he meant by
13 that, to tell you the truth, because I did decline
14 and wrote a letter saying six months then, when I
15 was in a different position, and they basically
16 wrote back saying, you'll be a tech writer for the
17 rest of your life...[laughing] and it was not a high
18 paying job, it was a lot of work.

19 MR. SMITH: Yeah.

20 A So, I realized that ah -- ah and the contract I did
21 was finished with Estrea Viking and I knew that
22 those contracts could end and you could be laid off.
23 So I talked to my boss, he said ah, it was good
24 timing that I would resign because I put in enough
25 time for my resume' and he gave me a recommendation

1 or commendations and things like that, so it was a
2 good time to leave.

3 Q Okay, um were you single at the time? Or married?

4 Or--

5 A Yes, single.

6 MR. SMITH: Okay.

7 A Which allowed me to do a lot of these things.

8 MR. SMITH: Yeah.

9 A Because if I was married I wouldn't.

10 Q Yeah, did you ah -- have you ever in your time with
11 any of these companies, I'm talking about Standard
12 Stations, Sperry Univac, your ABC Messenger Service,
13 your pool cleaning, um or your art company, have you
14 ever engaged in any litigation with any of these
15 companies?

16 A No.

17 Q Okay, um any -- filed any complaints with any of
18 these companies at the lower administrative level?

19 A No.

20 Q Um so it was from your ABC Messenger Service
21 employment job that you moved to Saipan?

22 A I think, um that was about that time ah, because I
23 was preparing to go to the islands and then I left
24 the Messenger Service and then ah, spent just a
25 couple of months getting my things stored and, ah--

1 Q Did you leave for Saipan with a job offer or with
2 any prospects?

3 A No. No prospects. Just a ah -- the writer friend
4 of mine she gave me two weeks and a return ticket
5 ah, and so I just left with a one way ticket and ah,
6 about 10 bucks and a bag and, ah wanted to see if I
7 could come to an island and I knew it would take
8 being accepted by the, you know the people here you
9 know to make it. So, coming that way, I lived in a
10 village and got hired at Mount Carmel for about 60
11 cents an hour.

12 Q And, what year was this?

13 A 1978. And, so that, to me, was, ah, I felt pretty
14 good that I was accepted in the villages and I
15 worked and met guys that worked at the hill on their
16 big TT contracts, you know and they kept saying, you
17 know because I was about the only haole in the
18 village I guess at that time, a couple of us
19 basically and I said I was surviving very well
20 eating at the picnics.

21 MR. SMITH: Yeah.

22 A You never -- you never run out of food.

23 MR. SMITH: Yeah.

24 A I didn't have a car, but it's an island I walked
25 everywhere and I lost ah, about 35

1 pounds...[laughing], ah and I met my first wife, a
2 very lovely Palauan lady and I was extremely happy.

3 Q How long were you on Saipan? The first time doing
4 this?

5 OFF/ON RECORD - Continued on Side B, Tape 1.

6 MR. SMITH: Okay, this is Side 2 of the deposition,
7 the time for this side is 11:58 p.m., or a.m. and, ah I
8 was just asking the question about Dr. Angello's time on
9 Saipan the first time and, ah asking how long he stayed.

10 A It was continuous, from 1978, ah I worked at Mt.
11 Carmel as an instructor, then Joeten hired me to
12 manage the Bowling Center in, ah April of 1978, but
13 I asked Joeten to please allow me to finish my
14 school year, I didn't wanna leave in the middle of a
15 semester.

16 Q You mean teaching semester?

17 A Yeah, I was teaching, yeah, and he agreed. Joe
18 Screen was quite upset because I was turning down,
19 you know a \$1,000.00 a month job, he knew I was
20 making, you know about \$80.00 every two weeks, but
21 anyway I said that I couldn't walk out on the
22 students and Joeten appreciated that, so he said you
23 start June 1st, whenever the last day of the school.

24 MR. SMITH: Okay.

25 A And then I went, managed the Bowling Center for a

1 year and a half, something like that? And--

2 Q Were you married at this time?

3 A Yes. 1979. Married, ah....

4 MR. SMITH: Okay.

5 A ...and then had a child in '86.

6 Q 1986 was your first child?

7 A Right.

8 Q So, how long -- that child was born on Saipan?

9 A Yes.

10 Q And, how long -- ah, so you stayed, you arrived in
11 1978, you worked at Mt. Carmel....

12 A The Bowling Center.

13 Qyou worked at the Bowling Center?

14 A Then, ah in 19 eighty -- I took my wife back to
15 California for a short vacation, so we came back in
16 eighty -- about '80 and I worked for the TT
17 Government on a short contract.

18 MR. SMITH: Okay.

19 A Then I wrote part time for the PDN and, ah then
20 Saipan Cable Television hired me as the first
21 electronic news gatherer, they call it? You know,
22 basically a TV reporter, ah and I did that for about
23 six months, covered the election of Pete P. Tenorio?
24 His first term? And in my coverage work um, they,
25 out of the blue, offered me the PIO job in 1980--

1 Q That's what, public information--

2 A Public Information Officer.

3 MR. SMITH: Okay.

4 A A cabinet position with the Governor's Office. In
5 '82, I began that job.

6 Q That's a cabinet position?

7 A Yes, immediate cabinet. Went through the consent of
8 the Senate.

9 Q This was for Governor Tenorio?

10 A In his first term. Worked that for, ah almost three
11 years and then went ah, into the private sector and
12 worked for H.R. Guerrero Construction.

13 Q What did you do there?

14 A He had a lot of projects and he needed a manager,
15 ah, both residential and commercial building
16 projects and I was getting a reputation for getting
17 things accomplished. Like the Bowling Center when I
18 took over was a complete shambles and I renovated
19 the entire Bowling Center and, ah made it very
20 successful, brought in local bands and it was really
21 a good spot to go, it's clean, so a lot of the
22 politicians came in there and I became known to a
23 lot of politicians and leaders and what not.

24 So, like when I left the Governor's Office,
25 right away H.R. came up to me and offered me a good

1 job with his construction firm. And, then when I
2 finished his projects, I wanted to get back in
3 education and PSS hired me and I became an
4 instructor at Hopwood for two years. That would
5 take me up to about '87?

6 MR. SMITH: Okay.

7 A And then from that work I was accepted in the
8 masters program that was brought on by the PSS
9 system.

10 Q That was your masters at San Jose?

11 A Right.

12 Q So, did you leave for that?

13 A No, that was done here.

14 MR. SMITH: Okay.

15 A Ah although I did my last semester back in San Jose.

16 Q Okay, how long, how long did that take? Did you --
17 were you basically on leave so that you could just
18 do purely education? Or did you work at Hopwood
19 during this time or PSS at this time?

20 A I left ah, my position, ah, at Hopwood ah, with the
21 understanding that when I finished would be hired
22 back by PSS. I was not granted educational leave
23 and I could have filed something then, but I did not
24 ah, because--

25 Q Why were you not?

1 A Ah, it was, you know an interesting question at the
2 time.

3 Q Did they ever give you an answer?

4 A I didn't push it. Um I was finishing and I was
5 given a job as vice principal at Marianas High
6 School so I felt, ah everything was okay.

7 MR. SMITH: Okay.

8 A I did one year at Marianas High School, maybe '89?
9 I guess, yeah '89, vice principal? And then Tinian
10 High School, with the problems they had and no 12th
11 grade and, ah I was recruited by the Tinian
12 Delegation and their people and they sent me over
13 there.

14 Q What year was that?

15 A 19 -- summer of 1990?

16 MR. SMITH: Okay.

17 A After I finished the vice principalship and, ah then
18 I was offered a principalship of Tinian High School.

19 MR. SMITH: Okay.

20 A And it was quite unique being the principal because
21 there was, ah basically no Statesiders, ah in all
22 the principals and it was quite a change for the
23 principals meetings because they spoke only in
24 Chamorro when I got there and they eventually, after
25 one meeting, changed to English, to the um

1 objections of maybe three principals, but then I
2 enjoyed two years of success on Tinian, rebuilding
3 the school, 12 grade accreditation, marine
4 technology programs, aviation programs, computer
5 programs and, again, I mentioned earlier that I got
6 caught in this, ah situation that happens out here
7 and--

8 Q And that sort of arose in '92?

9 A Yes.

10 Q So, at that point, did you quit? Or were you --
11 were you terminated? You were terminated without
12 cause is what you're saying.

13 A No, it was non-renewal? They would not renew my
14 contract? And ah, I asked to see the -- because the
15 personnel officer, Phillip David? We never had a
16 copy of the rules and regs. We all, the principals
17 and state side teachers they wanted a copy so I
18 eventually got a copy from Phillip David and he
19 showed me that renewals are based on, it was a two
20 way street? Both the employee and employer were
21 involve in this process and um the, ah -- and I
22 wanted a hearing to bring that up, but they denied
23 me a hearing? And I guess that's what started me in
24 challenging, because I knew it would, ah be
25 difficult when you do challenge the system here. I

1 did get a lot of some unhappy situations by
2 challenging the system. So, anyway I did though in
3 ah -- well, the EEOC, what they found out eventually
4 was that these rules and regs, PSS had said that
5 they were not um, promulgated? So, of course, they
6 could change day to day and that's what they did,
7 they changed that little thing that they got, you
8 know non-renewal, they just changed the wording and
9 EEOC accepted saying that, yeah, it was not
10 promulgated if you change the manual the following
11 day or at the time.

12 What happened is I had friends up at the
13 Attorney General's Office and they let me go up into
14 the archives and pull out, I guess the only copy
15 that was there that was submitted to the registrar
16 up there and they were promulgated. So when I got
17 that copy and I was able to get a copy of it to the
18 EEOC then, you know the big light went on that PSS
19 had done something.

20 Q And, that's what triggered your whole, really the
21 basis of your litigation and the ultimate
22 settlement? Was that--

23 A Yes, the fact that, ah EEOC knew that these were
24 promulgated and that I did have, you know rights to
25 a hearing and also the fact it was a two-way street,

1 so we settled and it was done in a fair manner. And
2 then they changed that through -- they did publish
3 the ah -- that part where they had basically let me
4 go to make it more strong for PSS, and that's what I
5 guess now the collective bargaining people are going
6 after, because they put in there that the
7 commissioner at anytime can terminate PSS employees
8 with or without cause I guess, so.

9 Q So, this was basically '92 I guess when you ah, were
10 not renewed?

11 A Yes.

12 Q And then between '92 and '96, did you go off to get
13 your doctors, is that what happened?

14 A Yeah, I was -- I was accepted for the program in my
15 final semester, so I was applying for educational
16 leave and, um in fact--

17 Q Did you get it?

18 A Ah no, I got a letter saying I wasn't going to be
19 renewed.

20 ...[laughter].

21 A Which was kind of a curve ball because I was, you
22 know sitting on a pretty high wave and, ah anyway, I
23 took my annual leave and since I was accepted in the
24 program I took my retirement out um, to get started
25 with the doctorate program and once I got into the

1 program I was getting support back there in the
2 States and ah--

3 Q From who?

4 A The program itself. The professors. Ah you have to
5 go through a semester to see if you can do it, and I
6 came through it okay and they knew that I was out of
7 work, so the professors allowed me to stay at their
8 homes.

9 Q Were you with your wife and child?

10 A They were here.

11 MR. SMITH: Okay.

12 A But my child was born with a cleft palate condition
13 and he was denied, ah treatment at the hospital and
14 I, again, I guess it could have been a complaint I
15 could have filed, but I just brought my child to
16 California because in California I was still a
17 resident? Ah, because I voted absentee on and off
18 and so, and I was a student there so after, ah a
19 year, I had been there a year already, so he
20 qualified for California Child Services, it's a real
21 great program and they put him in Loma Linda and, ah
22 he had three surgeries and it was paid for by, ah
23 the State.

24 MR. SMITH: Great.

25 A So, it worked...[unintelligible] feel, that I told

1 her I was out of work but you know, the cost of the
2 surgery is a good--

3 MR. SMITH: Yeah.

4 A That's why ah, the suit I filed with PSS, I just had
5 it there to try to -- I knew if I would hang in
6 there with that promulgation factor, if eventually I
7 could get a hearing or anything that I could prevail
8 and basically clear my, ah record because PSS had
9 put in that after they said that I was just a non-
10 renewed, they came back later saying that I had, ah
11 something in my file that was, um detrimental to my
12 career. They hinted that there was fiscal
13 malfeasance after the fact, so I challenged that and
14 later on that was proved to be a -- that's what got
15 the EEOC people upset, they tried to make up
16 something after the fact that I had some fiscal --
17 so after they realized that it was false and, ah in
18 part, you know I got that cleared, then we just
19 concentrated on the promulgation and we got that
20 matter settled fairly.

21 Q Why was your son denied care at the hospital?

22 A He was listed as a Filipino baby and it was right on
23 the chart and then ah, the state side doctor who was
24 leaving, he said I'm leaving but you got to get this
25 changed, because it makes -- he's not U.S. and then

1 he wouldn't be eligible for this program.

2 Q Did he have Filipino blood?

3 A Half Filipino. My current wife is Filipina.

4 Q Okay, this is a son from your second wife, not your
5 first Palauan--

6 A Yes.

7 MR. SMITH: Okay.

8 A So, I had to, ah get the chart out and I had
9 NMPASI--

10 MR. SMITH: If you can hold one second.

11 OFF/ON RECORD

12 MR. SMITH: Okay.

13 A NMPASI stepped in? Once I got the chart and they,
14 ah -- they filed against the hospital because this
15 was after he received the surgeries and I came back
16 in '96, he needed follow up care and they refused to
17 send him off island for, because after you get the
18 cleft palate surgery you have to have it checked
19 because as the child grows, it could separate, and
20 they refused medical referral, so they said--

21 Q Again because of this miss ah--

22 A Well, this time they said that the cleft palate
23 condition was not ah, it was only cosmetic and ah --
24 and it's not cosmetic, it's both -- cosmetic if it's
25 outside, mine was -- my son was inside, the palate

1 was missing, so, ah I contented it was congenital,
2 you know malforma -- you know malformation I guess
3 they call it? And they said, no, then I went and
4 asked for my child's birth certificate because I
5 knew the state side doctor had done something and I
6 never received the information, so after having
7 NMPASI, they stepped in and we filed, ah like open
8 documents, you know act, whatever? We got the whole
9 birth certificate and on it it did say that he was
10 born with a congenital malformation, so um the ah,
11 result was that they then sent out a doctor ah,
12 who's trained in cleft palate surgeries, um who had
13 come out every -- he told me he came out about every
14 year or six months and that he was interested in my
15 son because he had never seen him before I said I
16 don't want to get into it but he was then put on
17 the, I call it cleft palate team in 1997 or 8 and
18 then he was seen by this doctor and I accepted this
19 doctor and my son was then, you know properly
20 examined and given help, ah so it turned out okay
21 and--

22 Q NMPASI, did they have to file something in court?
23 Or was that just strictly, ah--

24 A The hospital finally, ah after I got the congenital,
25 you know that birth certificate information, ah

1 bringing the doctor out, then I agreed that he
2 didn't have to go off island and so I said I didn't
3 wanna -- you know, I'm not pushing for a free trip
4 to Hawaii, but do you have somebody who can do this
5 inspection and they said, no, I said well then, I
6 was bound by a parent because Loma Linda sent
7 letters out saying ah, it needs to be evaluated, I
8 mean the surgery could pop loose and all kinds, so
9 the doctor came out and took care of it and it
10 worked out okay. He was then put in finally into
11 the Special Ed Program where he got speech therapy
12 and after a year he, ah learned talking recently I
13 guess, he's doing quite well now.

14 Q Okay, we're still talking though about where you
15 were at U.S.C.? Where you left for your doctorate
16 um, and this -- led us to this administrative thing
17 and all this other testimony that we've just heard,
18 but so how did that work between '92 and '96 when
19 you earned your degree? You were on and off here,
20 you were staying at professors homes in California,
21 your wife and son were out here, how exactly did
22 those four years pass?

23 A '93, let me see, it would be....

24 Q About two years?

25 A'94, '95, about two and a half years.

1 MR. SMITH: Okay.

2 A They lived here on their own for um, about a year
3 approximately? And then--

4 Q While you were where?

5 A In California.

6 Q And, that's when you were staying, going to U.S.C.
7 getting your doctorate degree?

8 A At San Jose State, ah commuting.

9 MR. SMITH: Oh, that's right, okay.

10 A I was staying part time with my folks and then ah,
11 you know professors homes and when they came about a
12 year later, we got a small apartment. And, again, I
13 commuted to San Jose State and U.S.C. and that was
14 about a year, a little over a year, and then in my
15 last semester we were basically out of money and so
16 my parents helped send my wife to the Philippines
17 where she could live, you know reasonably with the
18 family, so and I just um, hung on until I finished
19 my dissertation and ah, got my degree posted in
20 February of 1996 um, and I had an airplane ticket
21 one way to Saipan and no money and a doctorate
22 degree. And my wife flew, we got her back to Saipan
23 in about April of '96, then I was applying for
24 positions ah, and I was targeting NMC because Mr.
25 Klingbergs ah, recommended that I go there and he

1 had a position that he wanted me to, you know go
2 for.

3 Q And, what position was that?

4 A Director of apprenticeship trades.

5 Q From 1978, when you first came to Saipan and you
6 worked at Mt. Carmel, Joeten, Trust Territory
7 Government, PDN, Saipan Cable, Public Information
8 Officer, H.R. Guerrero, Hopwood, and MHS, did you
9 ever file any complaints administratively with any
10 of those employers?

11 A Not to my recollection, other than just -- no, it's
12 ah--

13 Q You had no grievances ever with Mt. Carmel?

14 A No.

15 Q None with Joeten as the Bowling manager?

16 A No.

17 Q None with the Trust Territory Government under your
18 contract?

19 A Trust Territory was ah -- ah, there was a change in
20 administration? And they cut my last month off pay
21 and I just wrote a letter questioning that? And,
22 ah....

23 Q And what happened?

24 A the new administration came in, it was, ah I
25 believe Republican? Reagan? And the fact that I

1 was then hired by Teno, you know by the time I sent
2 the letter time had gone by, so I guess there was,
3 ah, our friendship and they saw that I had done the
4 work and so they paid me my last month.

5 Q Okay, that required only a letter on your behalf?

6 A Yeah, although I did, ah put together a bogus
7 lawsuit, I mean in the front page? Because when
8 they paid me the last month, of course, they always
9 have you sign that you wouldn't file anything and I
10 said, no, I just -- I got paid, I'm okay, but on
11 April 1st, I ah -- the District Court gave me a blue
12 backing paper and they gave a, you know they made a
13 fake -- they made a fake claim? You know like a
14 cover, the caption?

15 MR. SMITH: Yeah.

16 A And I went up and gave it to the secretary Bobby
17 Grizzert? Grizzard? I'm sorry, you know, any ways,
18 they ah -- I guess there was no--

19 MR. SMITH: Right.

20 A It was just a letter and I got paid and that was it.

21 Q Right, but is it -- was that -- was that a decent
22 April fool's joke because you threatened litigation
23 prior?

24 A No.

25 MR. SMITH: Or just -- okay.

1 A No.

2 Q How about the--

3 A And that was the first time I found out that when
4 you, ah -- they knew they could have been liable
5 because they paid, it was like an admission I guess,
6 so you have to sign a standard, ah that you wouldn't
7 file for, you know any other claims or whatever and
8 I said, no, I'm working because I was working for
9 the -- Teno, you know Teno and I was actually had to
10 work for the TT in relationships, so--

11 Q Okay, how about the PDN, the newspaper?

12 A No.

13 Q Saipan Cable? Have any complaints or grievances
14 with them?

15 A No.

16 Q Public Information Officer? Anything involved?

17 A Just um, I left ah -- ah to, you know go out to
18 other areas, so to speak.

19 Q Were -- ah understood, but that sort of implies that
20 you left, ah without -- with the potential for
21 something, something was going on, was there
22 anything going on?

23 A Well, ah we were going into the reelection year? We
24 started the reelection campaign and all appointed
25 people are brought in and ah, your futures were

1 discussed and what, ah and I met with the Governor
2 and I was being transferred to Natural Resources?

3 Q Why were they doing that?

4 A They brought in ah, at the time I was one of the
5 few, you know haoles working in the administration,
6 you know that type of position....

7 Q Uh-huh?

8 Aand they, ah -- ah they had brought in the local
9 information officer's assistants and people and for
10 me I was pretty much tired of the job? It's a lot
11 of pressure and my wife, it was a strain on her, so
12 I asked Nick Guerrero at Natural Resources, wanted a
13 writer and it was more relaxing so, ah we decided on
14 a switch and, basically out of the lime light, you
15 get burned out, ah in that type of a position.
16 You've seen even national, ah PIO's, they change
17 about every two to three years, so.

18 Q But that was, you had no grievances with -- with the
19 Governor at that time? That prompted--

20 A No, we ah -- we, ah had put this together and we
21 basically understood the politics and, ah -- and I
22 just moved on.

23 MR. SMITH: Okay.

24 A The fact that he became -- he's the godfather of my
25 girl, so, in other words I'm part of his family, so

1 to speak and you make decisions for the best of the
2 party and for people. I was getting pretty close to
3 certain people on the island and you make these
4 decisions.

5 Q How about H.R. Guerrero, any problems there?

6 A No.

7 Q Any grievances filed while you worked for him?

8 A No, just finished his projects and ah--

9 Q Hopwood?

10 A Hopwood? Ah, I finished two years and then got
11 accepted in the Masters program and then went back
12 to San Jose to finish the program, like I said to
13 expedite, ah finishing because they wanted a
14 principal -- or vice principal, excuse me, ah sat
15 Marianas High School? Also teachers and they wanted
16 them with masters degree because there was
17 accreditation issues, so I knew if I got my masters
18 before the complete cohort? That I'd get a better
19 shot at a better job.

20 MR. SMITH: Okay.

21 A So, I graduated. I was in a cohort here with about
22 20 people and I was the first to graduate by
23 expediting going back, so I got the first chance at,
24 ah--

25 Q Did you -- did you ah, have any grievances with the

1 Hopwood PSS administration while you were there?

2 A No.

3 Q You said you did not file any complaint even though
4 you couldn't get educational leave like you had
5 wanted?

6 A Yes.

7 Q Okay, and then while you were at MHS, the vice
8 principal there, did you have any grievances or
9 complaints?

10 A Ah no. I was ah -- I worked my one year, then I was
11 transferred, ah promoted to Tinian High School
12 principal.

13 Q Okay, and what year was your NMPASI situation? What
14 year was that where your son was born and you had to
15 chase that down?

16 A Well, he was born in 1991 and, ah he was not put on
17 the cleft palate team so I brought him to California
18 ah, about '93, '94. When I brought him back after
19 his surgeries is when, ah we were having difficulty
20 getting him speech therapy and, ah--

21 Q So, that was in '95 or?

22 A '96, 7, that time frame.

23 Q Um okay, we will move quickly, or hoping to move out
24 of this, back on the subject pretty soon, but um,
25 what I would -- what about ah, did you ever sue the

1 Los Angeles Lakers?

2 A Ah yes.

3 Q When was that in all of this? Where did that fit
4 in?

5 A During my years at U.S.C.?

6 Q At U.S.C., so that was ninety?

7 A '94, '95.

8 Q '94, '95. Can you explain for me what happened with
9 that?

10 A I was doing research um, in my doctorate program on
11 ah -- ah race relations?

12 Q Uh-huh?

13 A And in the process I went to the NAACP Branch in Los
14 Angeles and talked with a very fine lady there, ah
15 who was the executive director of the L.A. Chapter
16 of the NAACP, National Association Advancement of
17 Color People and she emailed me a lot of background
18 information and, ah we talked about issues and then
19 ah -- and then the affirmative action and ah -- ah,
20 and she was very supportive of white people and
21 that she said, you know white people founded the
22 NAACP, which I never knew? It was a doctor I guess
23 and a lady and ah, one black lady I think she was
24 just helping, but she said I remember that and I ah
25 -- and I -- she saw certain things that were not

1 good today, you know today that, ah and, ah she said
2 I haven't any problems getting work and different
3 things. I said, well, ah I'm in -- I'm a college
4 student, you know right now getting my doctorate and
5 so, ah somehow I came up in the discussion, ah about
6 sports and there was clinks of no -- not black
7 coaches and she said, ah she brought up this thing
8 about, well, what about the players? I mean why
9 don't the white guys complain about not enough white
10 players? So I just said, ah you know that's kind of
11 interesting and I played basketball and, ah so we
12 kind of devised a test case I guess you'd call it.
13 Ah just she asked me to -- and I reported to her and
14 I was--

15 Q Uh-huh? What was her name?

16 A Oh, I forget. I don't recall.

17 Q Okay, this is the head of the L.A. Chapter?

18 A At the time. So, I wrote to the Lakers and I
19 inquired about, ah did affirmative action and these
20 laws and everything apply to the ball players and
21 they wrote back saying, no. Ah, and then I wrote
22 back and it to be, you know exchange of letters and
23 then they ah, sort of were harsh and I challenged
24 them and decided to test affirmative action and the
25 laws in L.A. ah--

1 Q That was because they responded so harshly?

2 A Yeah, it seemed to be I just, you know basically
3 I'll take a hike if I'm bothering, ah this famous
4 basketball team type of thing, so I said no, I'm
5 talking about issues here, just give me a straight
6 answer and I can live with it, but they wouldn't
7 give me an answer so I guess ah, it prompted me to
8 go to the EEOC and I talked to a black lady there
9 and she took a charge, a complaint and filed it, and
10 then she issued me a right to sue. Ah so, I took it
11 to the District Court and they, ah were going to
12 hear it but then they--

13 Q You filed it in District Court?

14 A Los Angeles.

15 MR. SMITH: Okay.

16 A And then they ah -- no, I think I didn't have my
17 right to sue, it was still with the EEOC, I filed
18 without a right to sue, so the District Court threw
19 it out because I did not have a right to sue and I
20 went up to the Appellate Court and in the meanwhile
21 I was issued a right to sue, so I filed the
22 amendment or a, ah short notice to the court that I
23 did receive the right to sue and I also found out
24 that there was case law that you could file in
25 District Court without a right to sue, but the